

Africa Network for Animal Welfare

Annual Report 2020

Promoting Humane Treatment of All Animals



Executive Director's Message

I write this opening statement to our 2020 Annual Report, at a time when the world is facing one of the greatest health threats of all time – COVID-19. Indeed, this novel virus has caused indescribable suffering and pain to humanity. Many of us have lost family members, friends, and colleagues. Thousands of people have lost their jobs and livelihoods and economies are seemingly in chaos in most countries. Like most sectors across the world, our work has not been spared by the COVID-19 pandemic. Cognizance of the unprecedented times we are living in, ANAW did adopt the global practice of the moment – we reassessed our programmatic work to fit into this new paradigm and working from home to protect ourselves and those around us.



However, complexities brought about by the COVID-19 pandemic in 2020 did not dampen our spirit; with the unyielding support of our partners, we strove with our last ounce of energy and courage and continued to safeguard the welfare of animals through our various programs. We reviewed our overall strategy highlighting the three thematic priorities – promoting harmonious human-wildlife coexistence; capacity building, education and awareness; and animal care to ensure we achieved maximum output even under the prevailing unfriendly circumstances. These priorities are discussed further in this report.

A significant outcome of the year was the Africa Animal Welfare Conference – Action 2020 (AAWC) held virtually on September 7-10, 2020 and attended by 524 delegates. The conference realized 23 resolutions and a policy brief was shared with member states.

Further, the current pandemic has caused all of us to regroup and think about how animal welfare, wild-life and environmental conservation is run around the world. One thing is clear; it can never be business as usual. For wildlife to be secure and to thrive, it is imperative that the communities who co-exist with this wildlife are resilient to external pressures that affect their livelihoods. In 2020, we did join hands with oth- er wildlife conservationists and communities that live adjacent to wildlife habitation areas to protect the lives of fast declining species, in our continued campaign to end bush-meat for consumption and commercial trade by conducting routine de-snaring and animal rescue operations as you will read in this report.

Donkeys support livelihoods in many communities around the world, and should not be subjected to abuse, pain, or torture. Wanton donkey slaughter in the country has largely decimated the animals' population. In a joint campaign led by ANAW and The Brooke East Africa, a media workshop involving 25 journalists from both Kenya and Tanzania at the beginning of the year was held to sensitize the media in awareness creation and educating the masses on the plight of these donkeys. The initiative bore fruits soon after, when the Cabinet Secretary of Agriculture and Livestock, Hon. Peter Munya In exercise of the powers conferred by regulation 3 (1) of the Meat Control Act (Export Slaughterhouse) Regulations, revoked the declaration of the slaughterhouses as export slaughterhouses with effect from the 31st March, 2020. This meant they could not slaughter for export and the donkey owning communities in Kenya celebrated. However, the slaughter houses challenged the minister's action in court by way of judicial review.

The above highlights among others, you will find them in the pages of this Annual Report 2020. Please take time to read through what we were able to achieve and give us your thoughtful feedback.

Allow me, on behalf of the Chairman, Board and staff of ANAW and ANAW-USA, to sincerely thank all our partners, donors and friends for the support you extended to ANAW in 2020. You have made a great contribution to the welfare of animals and with your continued support, we will without a doubt continue looking forward to the coming years with renewed energy for the work we do.

Sincerely, Josphat Ngonyo.

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Who We Are

Africa Network for Animal welfare is an indigenous Pan-African nongovernmental organization which works to sustain animals as sentient beings through showing compassion, care, and appreciation. We achieve this by influencing policy, community empowerment, advocacy and attitude change.

Our Mission

To work with communities, governments, and other stakeholders to promote animal welfare for better environmental and human health.

Our Vision

A world where people show compassion, protection, and care for all animals.

Grow
and build the
capacity of its network
partners. ANAW will effectively coordinate an active
network of partners who
advance good animal welfare practices across
Africa

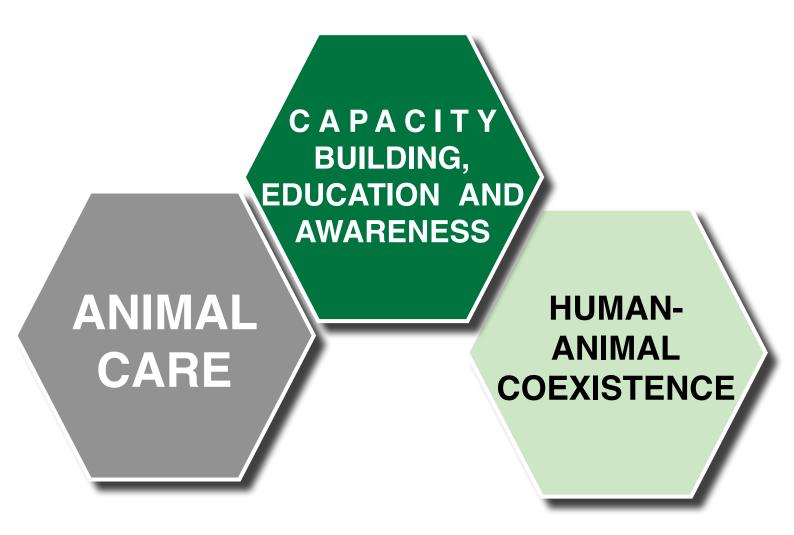
Drive animal welfare advocacy, policy implementation, and the research agenda. ANAW will be a thought leader and a coordinator of animal welfare policy and practice in Africa.

Our Strategic Priorities Strengthen program management for greater impact.
ANAW will demonstrate the benefits of animal welfare, wildlife, and environmental conservation in Africa.

Enhance
ANAW's organizational sustainability.
ANAW will generate sufficient resources to meet its current and future needs.

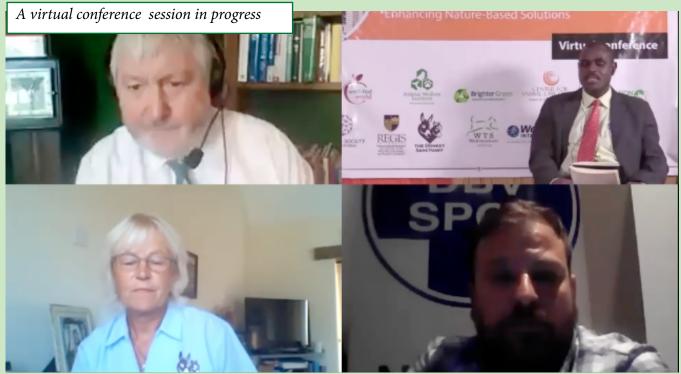
Strengthen leadership,
governance, and management systems for effective and efficient implementation. ANAW will have credible
operations that are responsive
and will adequately support
its work with stakeholders
across the continent.

We are creating impact through our three strate-gic pillars





Africa Animal Welfare Conference - Action 2020

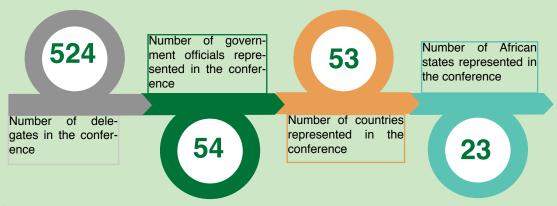


The 4th Africa Animal Welfare Conference (AAWC) – Action 2020 was held virtually from 7-10th September 2020. This flagship event brought together 524 delegates from 53 countries who shared a rich mix of work experiences, research and study, findings, strategies, innovations and future opportunities in the disciplines of animal welfare, wildlife and environmental conservation. The conference was a progression of the 1st and 2nd Animal Welfare conferences which were held in Nairobi, Kenya in 2017 and 2018, and the 3rdconference which was held in Addis Ababa, Ethiopia in 2019.

The theme of the conference was: 'Animal Welfare, Wildlife and Environmental Conservation for Sustainable Development in Africa: Enhancing Nature-Based Solutions.' The regional event was co-hosted by the United Nations Environment Programme (UNEP), the African Union Inter-African Bureau for Animal Resources (AU-IBAR), the Government of Kenya, through the Ministry of Agriculture, Livestock and Fisheries, and Africa Network for Animal Welfare (ANAW). The conference which continues to expand in leaps and bounds had a diverse participation including representatives of government from 37 countries, 35 from Africa and 2 from Latin America. In addition, 54 government officials from 23 African states attended the conference.

The 4th conference notably moved to actualize an earlier resolution of the 3rd conference in 2019 in Addis Ababa, in which the delegates had purposed to table a resolution to the United Nations Environment Assembly (UNEA) that recognizes and affirms the contribution and significance of the welfare of animals to environmental protection and sustainable development. At the conclusion of this conference, delegates expressly passed a resolution reiterating the 2019 conference action by urging African governments to support the process of developing and securing the adoption of animal welfare at UNEA. As a consequence of this, the conference secretariat constituted a Steering Committee which was tasked to work on the resolution. Subsequently, a Technical Committee was instituted and mandated to develop documents for lobbying including a concept paper, a negotiation strategy and draft negotiation text. Organizations are encouraged to support this agenda to table an animal welfare resolution in place at UNEA 5.2, which will take place in February 2022.

Find the 2020 conference report at https://www.aaw-conference.org/2020/4th_Africa_Animal_Welfare_Conference_Action_2020_Report.pdf



Judicial Dialogues on Wildlife and Environmental Crimes



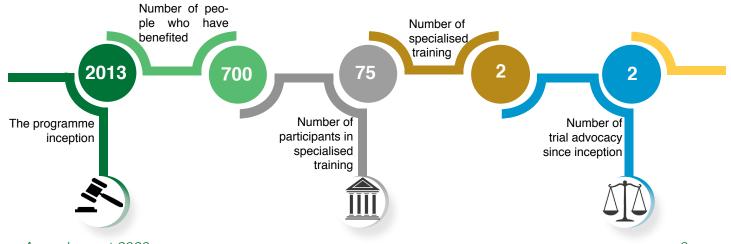
The 10th National Judicial Dialogue and Continuing Judicial Education on Wildlife and Environmental Crimes was for the first time held virtually in November 2020. The theme of the 2020 dialogue was, 'Emerging Issues and Trends in Adjudicating Wildlife and Environmental Crimes'.

Since 2013, ANAW in partnership with Judiciary Training Institute (JTI) as well as other stakeholders have been hosting law enforcement agencies from 17 agencies during the dialogue. The dialogue has played a key role in enhancing harmony among the law enforcement agencies involved in wildlife and environmental crimes. To date, over 700 people have benefited from the judicial dialogues since its inception. These include judicial officers, law enforcement agencies in areas related to wildlife and environmental crimes and the civil society.

In addition to the judicial dialogues, two trial advocacy training and two specialized training for wildlife and environmental crimes have been achieved.

A major outcome during the 2020 dialogue was a need for a detailed training manual for ease of reference in executing the day-to-day duties in law enforcement. The manual will also aid in ensuring sustainability of the dialogue process which would function as an annual monitoring tool. The manual development process is facilitated by financial support from the Animal Welfare Institute.

Other organizations have replicated this program and implemented it in their countries.



Battery Cage Poultry Farming Infringes on Birds' Welfare

In June 2020, ANAW in partnership with Open Wing Alliance (OWA) commenced an advocacy campaign against the use of battery cage system in poultry farming in Kenya. The use of battery cages in poultry farming is a system whereby poultry, especially egg-laying chicken, are reared in identical rows and columns of cages connected for easy feeding and collection of eggs. This is against the animal welfare standards as the birds in this system lack adequate space and have negative consequences on their health, behavior, and physiology.

A comprehensive welfare assessment of egg-laying chicken reared under the battery cage system was done which enabled the team to understand the farmers' perceptions and ideologies regarding the adoption of this system.

In addition, ANAW assessed the prevalence and status of poultry battery cage farming as a livestock management system in Kenya. The study scope encompassed all the 47 counties targeting the County Directors of Veterinary Services and Livestock Production. The findings indicated that whereas free range was still the most common system of chicken keeping Kenya, use of battery cages in chicken farming was gradually getting entrenched. The results highlighted that free-range poultry production was the most common system adopted by poultry farmers in the country 68% (45/66) followed by semi-intensive 26% (17/66), intensive (battery cage) 1% and other forms of production at 5% (3/66). In addition, 61% of respondents held the opinion that the use of battery cages as a poultry man- management system is not a favorable production technique highlighting concerns with compromised welfare and the high investment attached to it. However, 34% of respondents believed that the

A battery cage farm

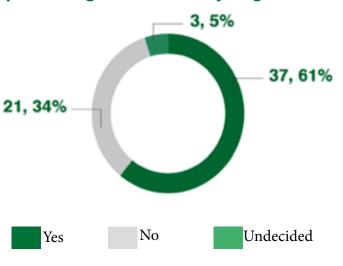
adoption of the cage system would be beneficial due to its proficiency in enhancing biosecurity, reduction in labour cost, better disease monitoring and surveillance, effective resource use as well as economizing on space.

It was also noted that a substantial knowledge gap exists among poultry farmers and battery cage suppliers regarding poultry sentience and welfarism. Farmers lack sensitization and education forums to learn on poultry welfare and its significance in enhancing productivity thus would benefit greatly from forums that educate them on animal welfare, sentience and how this is linked to improved productivity.

A key recommendation from the study was the need to conduct a study on public perception and views on the systems used to rear chicken and whether it affects their purchasing preference is needed. This will inform the adoption of effective tools for cage-free campaigns within Kenya. The utilization of battery cages in poultry farming has been globally criticized for its violation of poultry welfare, subjectivity and sentience, it is therefore encouraged that Kenya and Africa as begins to steadily and actively move toward stopping the use of cages for keeping chicken.

Towards the close of the year, a successful stakeholders' workshop on Cage-Free Chicken farming in Kenya was held with participants drawn Kenya Pigs and Poultry Veterinary Association (KPPVA) among other animal welfare stakeholders. A key highlight of the workshop was the presentation of a study report done by ANAW on the status of battery cage farming in Kenya. The one-day workshop resolved to build a credible, skilled, and coordinated coalition for advocacy against caged chicken farming in Kenya, which was planned to be established in 2021.

Respondent's opinion on favourability pertaining use of Battery cages





Conservation Outreach Amid Covid 19



In the wake of COVID-19 pandemic, the Promoting Animal Welfare in Schools (PAWS) program was scaled down due to the closure of all primary schools. The pandemic presented a hurdle for the learners and the patrons to interact with the animal welfare knowledge as envisaged in our 2020 annual plan.

Not so with teacher Simon Kainga from Kabiria Primary School. Teacher Simon is in contact with his current learners as well as those who have passed through the animal welfare program. The learners take turns to visit a rabbit project that they introduced in the school since 2019.

In the month of July, Teacher Simon together with the youth spearheaded an environmental initiative within the school and the neighborhood. Partnering with the area administration, they requested ANAW to support them by acquiring tree seedlings. ANAW sources seedlings from Kenya Forest Service (KFS) to support the PAWS program and promote animal welfare as well as conservation education.

The ANAW team responded to Teacher Simon's call and delivered the seedlings. The seedlings were received by the Dagoretti North Chief Kahura who appreciated the work that ANAW has been undertaking through the animal welfare clubs in schools. She commented the willingness of ANAW to open up the program not only reaching out to the learners but also the communities that they live within the area. A total number of 150 assorted indigenous tree seedlings were planted.

World Wildlife Day Celebrated

The annual World Wildlife Day event was celebrated on March 3 in Nairobi. ANAW in collaboration with World Animal Protection marshalled animal welfare enthusiasts and conservationists in commemorating the day under the theme, "Sustaining All Life on Earth".

This day accords all an opportunity to celebrate the many beautiful and varied forms of wild fauna and flora and to raise awareness of the multitude of benefits that their conservation provides to people. Moreover, this special day serves a reminder to all, of the urgent need to step up the fight against wildlife crime and reduction of species caused by humans, which have wide-ranging economic, environmental, and social impacts.





Rescuing Wire-trapped Wild Animals



Despite the raging COVID- 19 pandemic in 2020, ANAW's wildlife rescue team ensured that that they were on standby when an alert came through for a distressed animal. The team's response was swift, and they rescued snared animals in 2020 from Machakos and Nakuru Counties. The rescue operations encompassed tranquilizing the animal, removing the snare, treatment of the injuries, and releasing the animal back to the wild.

ANAW's de-snaring team and Kenya Wildlife Service (KWS) go through rescue experiences every so often as they seek to conserve Africa's wildlife in selected program areas. In 2020, they have painstakingly rescued 19 wild animals with snares or injuries through a collaboration with KWS veterinarians and support from partners.

The animals attended to included giraffes, wildebeest, and zebras. Through ANAW/KWS partnership on emergency animals' rescues, a total of 162 animals were given a second lease of life by being successfully attended to and releasing them back to the wild.

19

The number of animals rescued in 2020

162

The number of animals rescued since the inception of the rescue program

De-snaring



The economic effect of COVID-19 and restricted movement weakened the security patrols of private ranches and conservancies making them vulnerable to bushmeat exploitation. This was evident through the findings of ANAW'S operations and collated corroborating data. It was noted that there has been an upsurge of bushmeat exploitation by 50% because of the COVID-19 pandemic. This realization depicts an immense threat to the survival of wildlife from bush meat poaching.

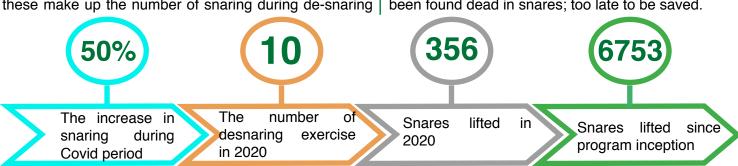
The team is cognizant of the fact that community conservation education for the communities neighboring wildlife areas is more necessary now, than ever before. They, however, acknowledge the prevailing restriction protocols to mitigate COVID-19, as a limitation to what they can be done.

In 2020, ten de-snaring exercises were carried out, five in each, in the counties of Machakos and Nakuru covering private ranches and conservancies. A total of 356 lethal snares were lifted targeting different species thus eliminating potential danger to hundreds of animals. 269 of snares were live meaning they had a noose while 87 were dead snares meaning they did not have a noose which is an indication that an animal had been caught in the snare and managed to break away from the snare. All these make up the number of snaring during de-snaring

exercise COVID-19 pandemic period in 2020 wild animals spared from suffering and eventual death. The wire/rope snares are widely used by poachers since it can be done stealthily, easy to carry out and easy to obtain wires. However, this method is also the most destructive since snares catch animals indiscriminately and remain active over a long period and hence, like a land mine, they remain a threat once in the bush. The de-snaring work involves ground patrols to search and remove set snares, an effort which has proven significantly successful in saving many animals and protecting more from getting snared.

The de-snaring team working with KWS also helped apprehend six suspects in possession of bushmeat in Machakos area. Two were in possession of zebra meat while the other four were in possession of impala meat. An assortment of poaching equipment that included arrows, knives, containers and a motorbike were confiscated and booked as evidence for the case. Sadly nine animals were found snared and slaughtered by poachers.

Since ANAW's inception the de-snaring team has lifted 6,753 snares and helped in the apprehension of 19 bushmeat suspect. A total number of 223 animals have been found dead in snares; too late to be saved.



Relief for Colobus Monkeys Amid Covid-19 Restrictions



ANAW'S Dr. Erick Onsongo treating a monkey at Colobus Conservation

For the past six years, ANAW has partnered with Colobus Conservation to promote the conservation, preservation, and protection of threatened primates at the coastal forest habitat. The organization has seconded a licensed veterinarian, who supports the rescue, rehabilitation, and reintroduction of primates back into the wild.

The primates include the nationally endangered Angolan Colobus monkey, Sykes monkey, Vervet monkey, the Baboon as well as the Greater and Lesser bush baby. These animals face numerous challenges that are caused by the loss of the expansive Diani Forest through human activities such as hotel developments. Primates fall victim to electrocutions, road traffic accidents, poisoning, malicious attacks with some being kept as human pets.

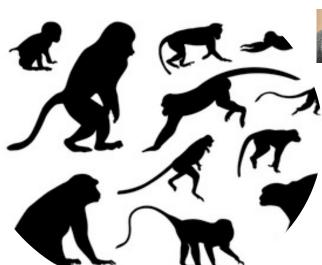
In 2020, a total of 188 welfare cases including Vervets, Colobus, Sykes, Baboons, Hadada Ibis and Bush Babies were attended to. A total number of 38 animals have been successfully released back to the wild.

Due to the low number of tourist movement during COVID-19 in Diani Beach Road, there has been a decrease in the number of primates knocked down by speeding vehicles.

Animals rescued in 2020



Colobus Monkeys



Sykes Monkeys



Vevet Monkeys



Baboons



Bush baby



Hadada Ibis

ANAW's Campaign to Eradicate Rabies by 2030

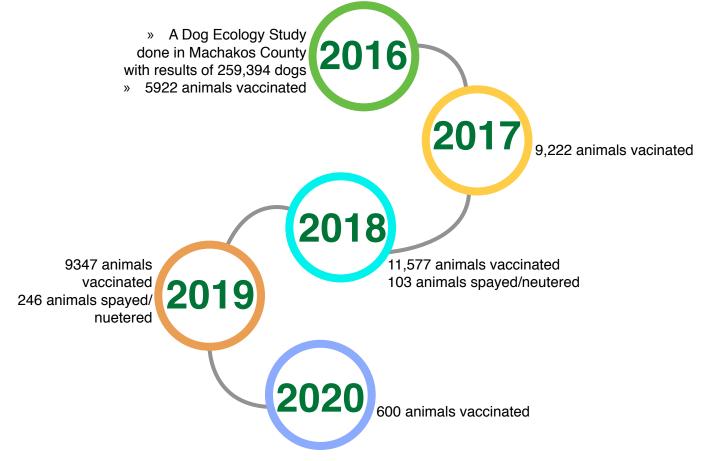
In 2016, ANAW began a robust and vigorous campaign in Machakos County geared towards the eradication of rabies by 2030. The endeavor is anchored on the Strategic Plan for the Elimination of Human Rabies in Kenya by 2030. The strategy highlights Kenya's plan and focus on the elimination of human dog-mediated rabies, an invariably fatal disease in humans, livestock, and other mammals by 2030. ANAW in partnership with the County Government of Machakos, and with other key stakeholders conducted a Dog Ecology Study survey to inform the mass rabies plans.

By the end of 2020, over 30,000 dogs and cats had been vaccinated and two spay/neuter campaigns conducted. Despite the impact of COV-ID-19 in 2020, ANAW donated 600 doses of Anti-Rabies vaccines to Machakos County to support our ongoing vision of a rabies free county.

In addition, the organization supported similar campaigns through collaboration with Action for Cheetahs in Kenya, Ewaso Lions, Samburu County Government, Trap Neuter & Release Trust (TNR) and Kenya Veterinary Association (KVA) in conducting a successful Anti-Rabies vaccination and sterilization campaign in Meibae Community Conservancy, Samburu County. A team of 15 veterinarians and 12 assistants set out on a three-day vaccination drive in Meibae Community Conservancy to vaccinate dogs and cats. A total of 912 animals (759 dogs, 152 cats, 1 donkey) were vaccinated.

Further, ANAW supported a vaccination drive focusing on donkeys by providing 500 needles and syringes to the campaign in Kasarani sub county, Nairobi County







The second ACEF beneficiary set to join college

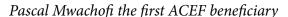
The year 2020 marked a milestone in the Africa Conservation Education Fund (ACEF) program when the first female beneficiary, Jenta Hagaya was identified. She will be joining college in 2021 with support from ACEF. The first beneficiary of ACEF, Pascal Mwachofi, is now staff at ANAW and is currently completing his undergraduate degree program at Kenyatta University.

The overall goal of ACEF is to promote the education of underprivileged children and youth from marginalized communities living near wildlife areas in Africa, through scholarship and education resource support. The program was created to address inequalities in the society through community engagement and education, and to increase community participation and involvement in wildlife protection, nature conservation, and climate change adaptation. The initiative supports the education of school-going children and the empowerment of unemployed youth through vocational training and skills development to ensure job creation and wildlife protection. ANAW opines that this strategy would see decreased poaching and increase for wildlife care.

While there are several communities that live near wildlife areas in Kenya and Africa as a whole, ACEF's target population for the pilot phase of the program is the vulnerable and marginalized section of the Watha community in Shirango Village, Ganze, Kilifi County, Kenya. The Watha are an indigenous community that live near Tsavo East National Park, co-exist with wildlife, and who have a rich history in their interaction with nature. Only 25% of the population in this target community are literate and opportunities for education, particularly in the remote rural locations indicate a dire need for support in education for individual learners and their schools.

A database of primary and high school leavers, as well as school dropouts from the community was put together as a baseline in preparation for the 'Africa Conservation Education Fund' (ACEF) program. Although learning institutions remained closed most of the year, due to the COVID-19 pandemic, the database was intended to help the program come up with different projects that are suitable for each cadre.







Jenta Hagaya the second ACEF beneficiary

Kasighau Ranch Programme

ANAW's Wildlife Guardians in Kasighau continued to patrol the expansive ranch in an effort to ensure that the welfare of the wildlife was safeguarded. The team covered a total of 259 daily patrols and six border patrols. The expansive community property is a critical seasonal wildlife dispersal area between three contiguous national parks, namely: Kenya's Tsavo East, Tsavo West and Tanzania's Mkomazi. The hunting for wildlife bushmeat has escalated since the onset of COVID-19. The ranch management recently consolidated the scouts' workforce for effective response to the growing threat exacerbated by both poverty and the prevailing pandemic.

In the month of September, the Kasighau guardians joined a team of 50 rangers drawn from both Kasighau Ranch and the neighboring ranches to participate in a rigorous 21-day consolidated training at Kasighau Ranch that was sponsored by the African Wildlife Foundation (AWF).

The training included patrol techniques, security reporting, communication, first aid, wildlife tracking, human-wildlife conflict monitoring, wildlife ecological monitoring and basic community wildlife extension.



Kasigau guardians graduation

During the patrols the guardian record sightings of wildlife. Arrays of wildlife were observed in great numbers contrary to years before, a clear indication that animals have found a haven in the area. During the patrols a total of 494 giraffes, 177 elephants, 355 buffaloes, 1,201 zebras, 295 lesser kudus, 225 gerenuks, 148 elands, 134 warthogs, 48 ostrich and 2 cheaters sightings were made.

The guardians were also instrumental in collecting incidence reports from farmers, herdsmen and community members within the seven villages in Kasigau that is shared with authority. In 2020, the guardians gathered a total of 42 incidence reports, 28 were on bush meat, eight on human wildlife conflict and six on logging.

Turtles Monitoring and Protection

Since 2017, ANAW has been supporting Diani Sea Turtle Watch Self Help Group a local community-based organization, to monitor and protect turtles in the south coast region of Kenya from Tiwi beach to Funzi Island. The community turtle monitoring volunteers patrol the beaches daily to check for new turtle tracks, ensure safety of turtle, rescuing turtles in distress from fishing nets, recording of live turtle sightings, finding and protecting turtles' nests, recording mortalities and gathering local intelligence.

The monitors also engage with fishermen, local community and beach users to create awareness on the need to protect sea turtles as well as playing the guardian role of protecting turtles and their nests from being poached. Turtles are vulnerable and face threats from increased human activities at the beach such as settlement and construction leading to less space for the sea reptiles, entanglement in fishing nets and targeted poaching of the animals which is a delicacy locally at the coast and is also believed to have an aphrodisiac effect on men.

In 2020, the monitors recorded 130 new nests with over 13,000 eggs being laid. Due to efforts of the monitors, 68 nests with at least 8,000 eggs were relocated to safer grounds ensuring their safety and survival. In this period, 4,700 live hatchings were recorded; but sadly, the moni-

tors also encountered nine dead turtles.

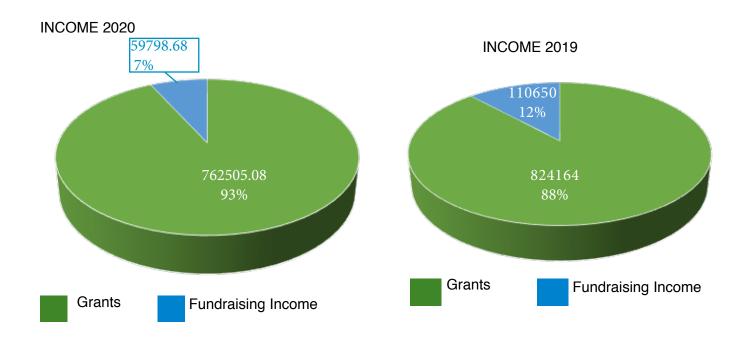
ANAW gladly acknowledges and takes cognizance of the work of Local Ocean Conservation and Diani Turtle Watch, who have been instrumental in supporting and training the monitors, therefore ensuring that best practices are observed when handling the turtles.



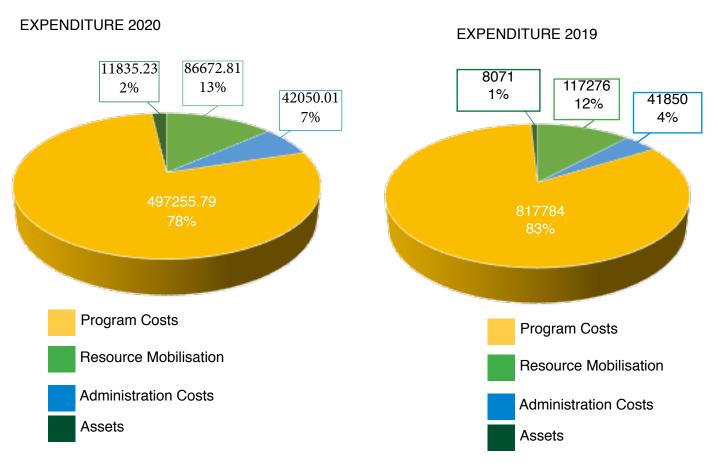
Turtle hatchlings released to the ocean

Our Audited Financials

Income



Expenditure



Currency:USD

Thank you our 2020 Partners

Our achievements this year are all thanks to you, our supporters, partners and friends. We deeply appreciate your continued support towards ANAW's programs. We specifically thank the following organizations and individuals for their generous support financially, technically and/or in kind in the year 2020 (alphabetically)

Organizations

- A Well Fed World
- African Union Inter-African Bureau for Animal Resources (AU-IBAR)
- ANAW USA
- Animal Law and Policy Program Harvard Law School
- Animal People Forum
- Animal Welfare Institute
- Anonymous Donor
- Brighter Green Foundation
- Brooke East Africa
- Center for Animal Law Studies Lewis &Clark Law Schools
- Colorado Gives
- Compassion in World Farming
- FOUR PAWS
- Humane Society International
- International Development Law Organization (IDLO)
- Judiciary Training Institute (JTI)
- Kenya Government Ministry of Agriculture, Livestock, Fisheries and Co-operatives
- Kenya Wildlife Service (KWS)
- Network for Good
- Regis University
- The Donkey Sanctuary
- The Humane League
- United Nations Environment Programme (UNEP)
- Wellbeing International
- Welttierschutzgesellschaft e.v. (WTG)
- Welttierschutzstiftung (WTS)
- World animal protection

Individuals

Alden Lavizzo Allyson Greenberg Amy Gould Anna Haverchak Ashley Ackley Aubrey Lavizzo Barbara Shapiro Brian Field Byron Shipley Carol Haertig Caroline Hitchens Chris Lafferty Christi Brockway Christina Bradbury Christopher Koehle Cindy Costello Corrine Ryan **Dave Twedt David Gies Dawn Moncrief** Debra Surdyke **Dennis Chew** Elizabeth Ullman Elizabeth Whitney **Emma Bratton Eunice Njoka** Gabrielle Leadbetter-Maiden

Gabrielle Leadbette
Gretchen Healey
Gretchen Tatsch
James Clark
Janet Rumfelt
Jeane Sonnleitner
Jeff Kraus
Joan Casey
Joan Silaco

John OConnor

Joyce Poole Judy Reens Julie Hansen Karen Slote Katherine Baxter Katrina Zawacki Kellyl Adams Ken Swenson Kim Murdoch Laurie Anderson Leone Corvell Lesli Groshong Lilva Wagner Linda Loughrey Lindsay Newman Lisa Fowler Lisa McCarthy Melissa Aycock Meredith List Mia MacDonald Michelle McKim Nancy Stefanko Patricia Stillman Phyllis Mensing Renee Reynolds Rich Reading Richard Male Robert Tramaloni Roberta Score Roland L Halpern Sharon Ettelson Ted Cohn Thomas Lemmer

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